

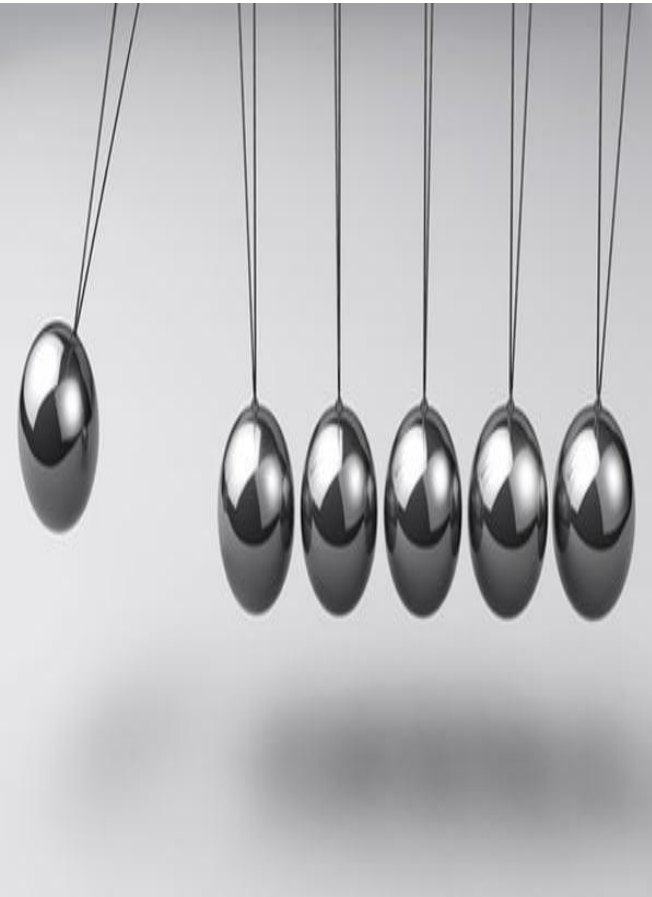


Leading and Working with an Inclusive Lens

Presented by

Dr. Jermaine M. Davis

Leadership Defined: *Lead the **Way** of Change*



*The ability to
influence
others to make a
positive difference
in the lives of
others.*

Working with an Inclusive Lens:

*Create a Climate of Inclusion: **Practice Mattering***

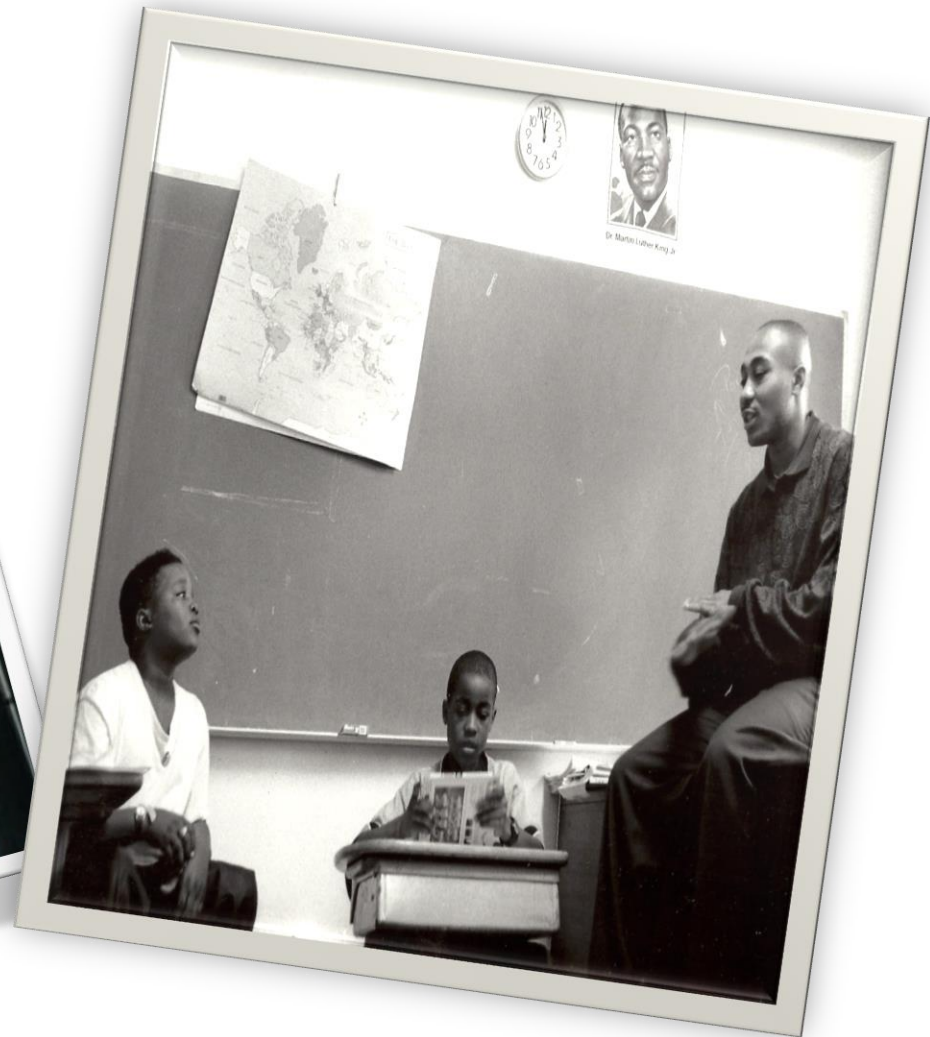


*The co-creation of
an **environment**
where **everyone's**
mental, emotional,
physical, and
financial well-being
matters.*

Working with an Inclusive Lens: *Notice & Acknowledge Differences*



Make Differences Matter: ***What Difference Does the Difference Make?***



Working with an Inclusive: *Practice Cognitive Complexity*

*The ability to
construct
multiple
ways of
viewing an
issue.*



Working with an Inclusive: *Practice Cognitive Complexity*



Working with an Inclusive Lens: *Practice Cognitive Complexity*



Working with an Inclusive Lens:

Cultivate Trust (Comfort + Confidence)



Working with an Inclusive Lens:

*Factors that **Cultivate** Trust*

1. *Care/Concern*

2. *Commitment*

3. *Competence*

4. *Congruency*





“Don’t Become a N.I.M.B.Y!”

and

“Become an Difference Maker!”¹

Working with an Inclusive:

Examine Your Diversity & Inclusion Attitude

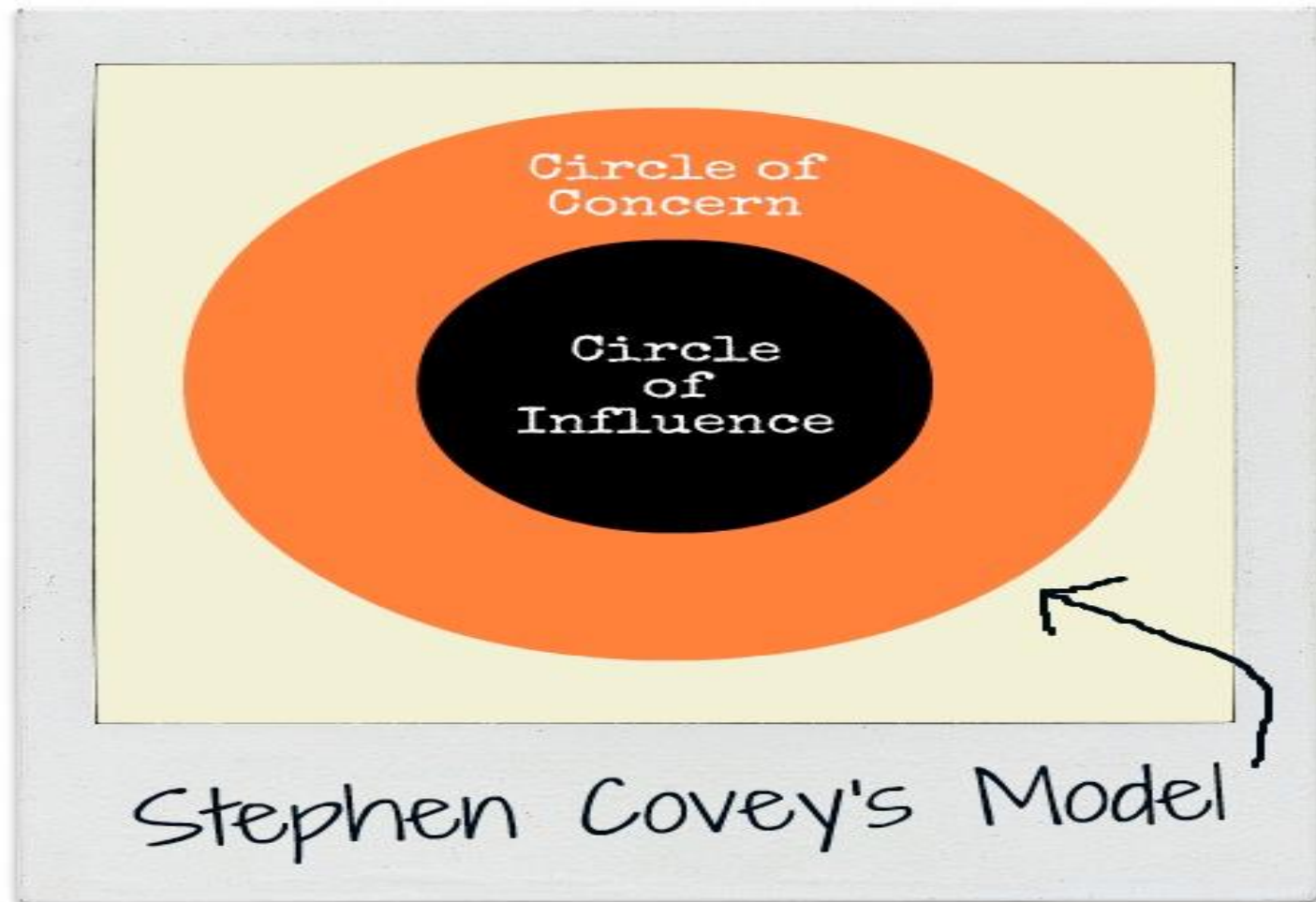
D & I Attitude of *Apathy*

D & I Attitude of *Sympathy*

D & I Attitude of *Empathy*



Commit to Difference Making: *Circle of Concern vs. Circle of Influence*



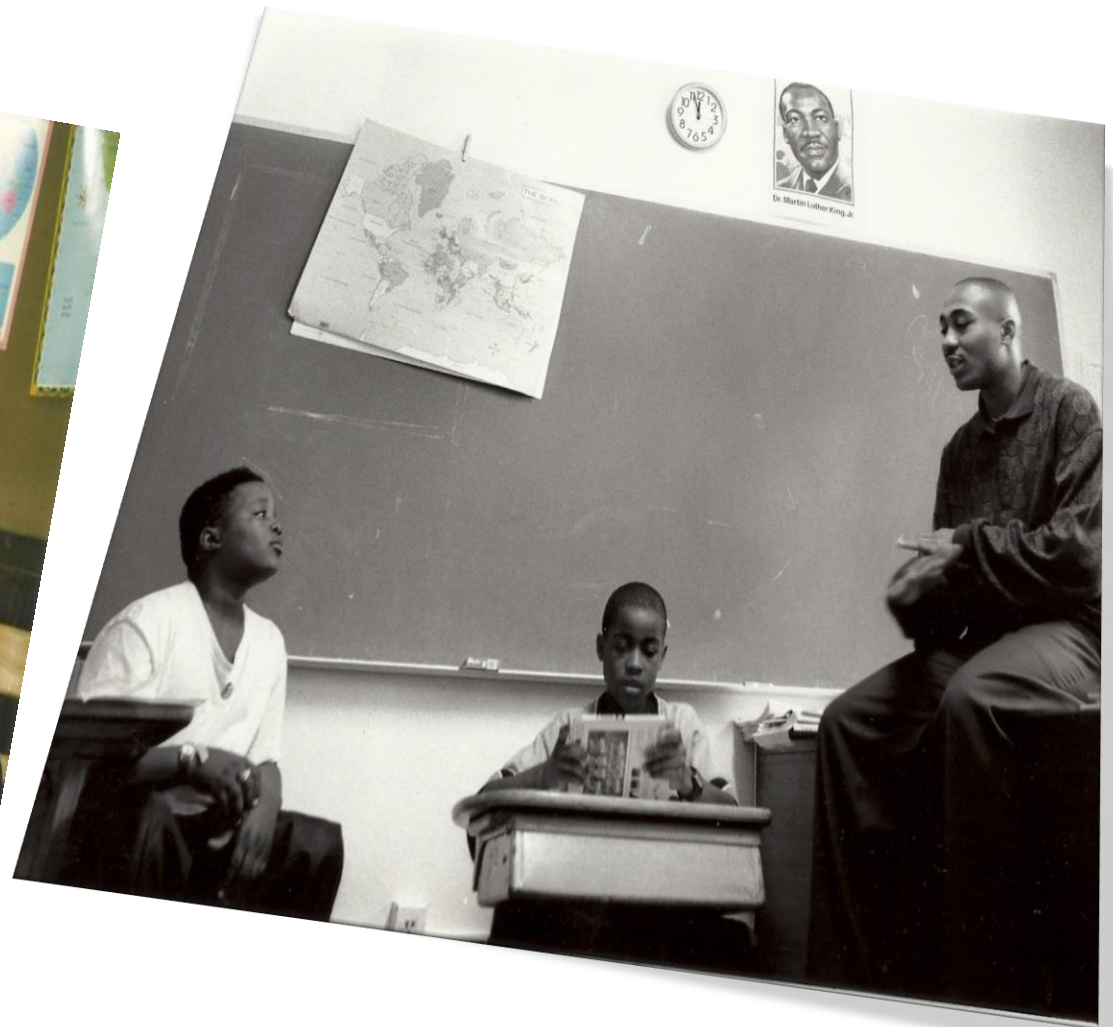
“I *Believe* in You!”



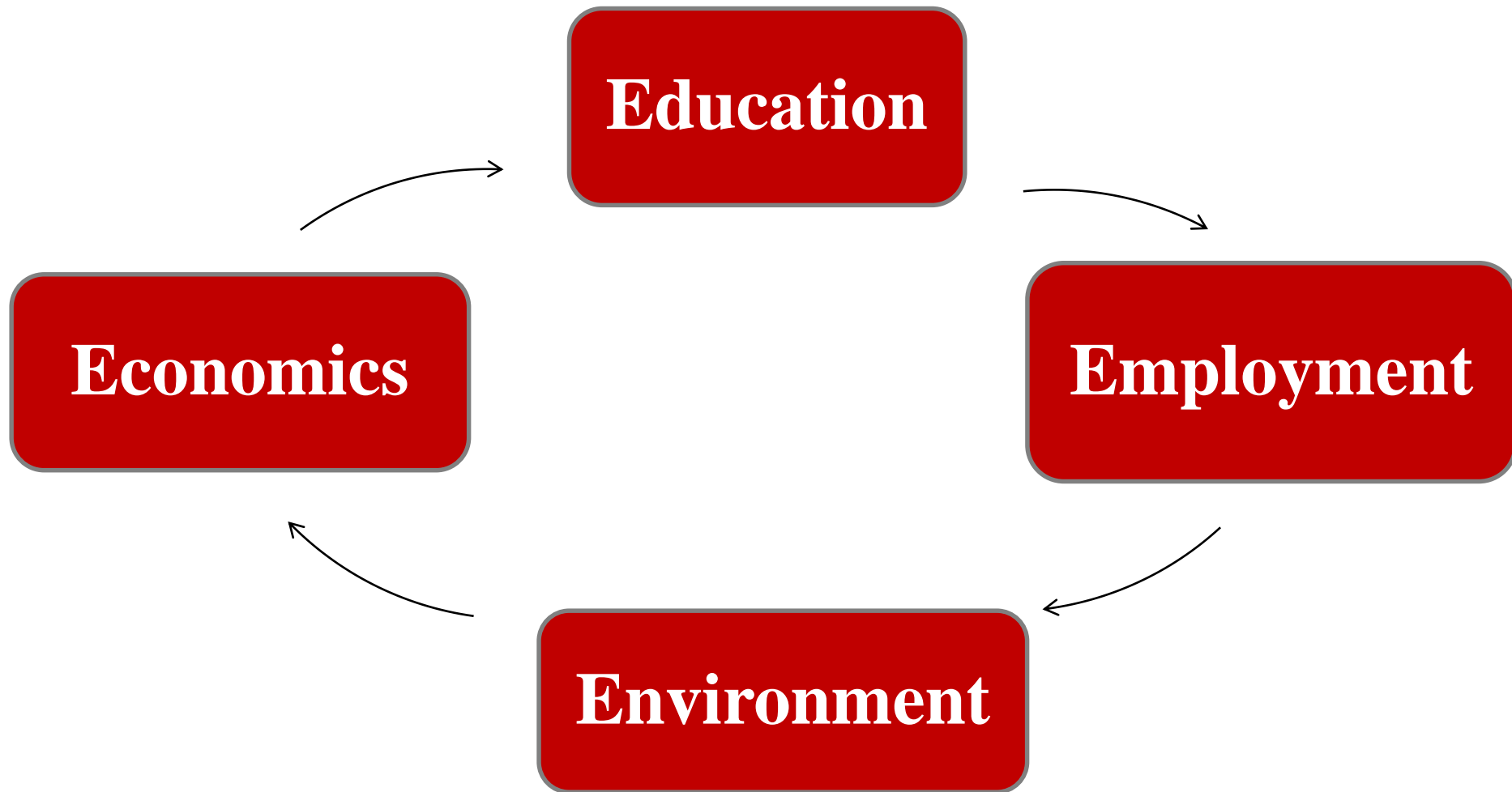
*From Poverty **to** Prosperity:* *August of 1989 – July of 1994*



*Commit to Difference Making: Circle of Concern **or** Circle of Influence?*

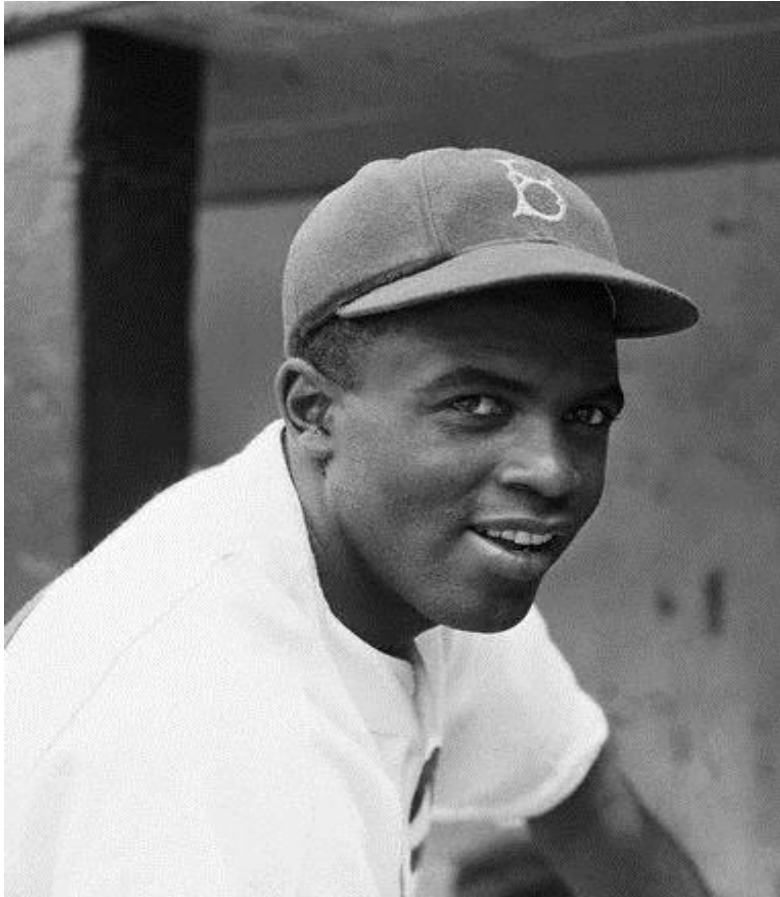


The 4 E's of Tackling Poverty



Working with an Inclusive Lens:

Be Courageous: Challenge the Inertia



The ***BIG*** Question

- 1. What **skills** are needed to Challenge the Inertia?*
- 2. What **prevents** people from Challenging the Inertia?*

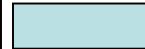
Help Your Clients Course Correct: Practice the Art of Recalculation



Achievement



Goals



Interferences

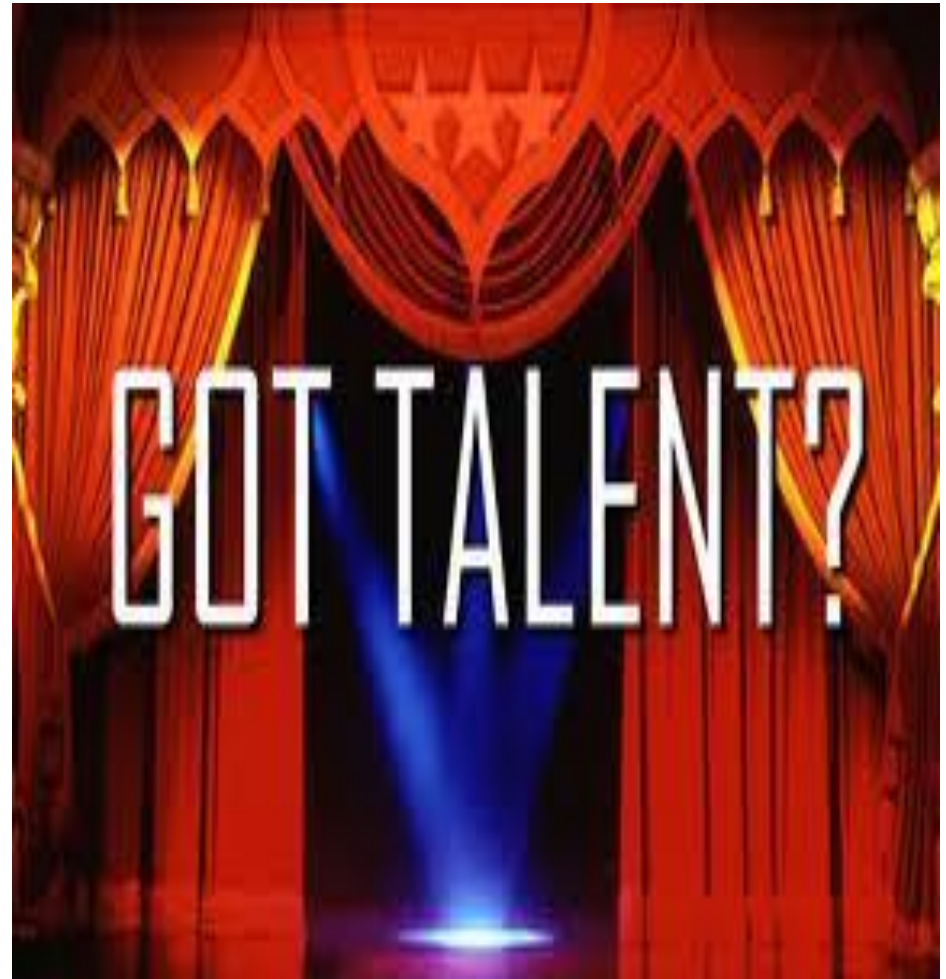
*Help Clients **Identify** and **Utilize** their TAGS*

Talents

Abilities

Gifts

Skills



Thank You!

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